

CITY OF ROCKVILLE COMPENSATION COMMISSION

Report

March 30, 2007

In accordance with Rockville City Ordinance 19-94, the Compensation Commission met three (3) times between November 2006 and March 2007 to discuss and prepare a recommendation for Mayor and Council compensation. Members of the Commission included Virginia Onley, Chair, Stephen Edwards, Charles Goldstein, Bridget Newton and Robert Wright. Assisting the Commission were City Clerk Claire Funkhouser, Deputy City Clerk Brenda Bean and Assistant City Attorney Sondra Block.

RESEARCH

The Commission requested a survey from the current Mayor and Council compiling hours spent on various City duties. Written reports were received from Mayor Larry Giammo and Councilmembers Bob Dorsey, Susan Hoffmann, Phyllis Marcuccio and Anne Robbins. The Commission also requested and reviewed the following documents provided by staff to assist in making a reasonable recommendation:

- Maryland Comparative Table
- Compensation for comparable jurisdictions in the Washington Metropolitan area.
- A survey regarding the number of hours spent by the Mayor and Council on City activities.
- A copy of the report on compensation for the Montgomery County Council.
- History of the amounts of monetary compensation for the Mayor and Council

- A copy of the 2005 Compensation Commission Report and the Commission's enabling legislation.

PUBLIC HEARING AND DISCUSSION:

A public hearing was held on February 7, 2007. The Commission heard testimony from Jim Marrinan, Brigitta Mullican, and Randy Alton. Additionally, written comments were received from David Hill, Lora Meisner and Roald. Schrack.

RECOMMENDATION:

To increase the Mayor and Council's salary as follows:

FY 2008		FY 2009		FY 2010	
Mayor	\$35,000	Mayor	\$40,000	Mayor	\$45,000
Council	\$30,000	Council	\$35,000	Council	\$40,000

The schedule timing the increase of the compensation over the next three fiscal years was intended to prevent any gap that might occur before the Commission would reconvene in 2009. The recommendation passed on a vote of 4 to 1.

It is the sincere hope of this Commission that these levels will be adopted as recommended. A majority of the Commission feels that the proposed amounts more accurately reflect a fair and reasonable level of compensation for our elected officials.

Some of the considerations leading to our recommendation included:

- The disparity between the monetary compensation of the top twenty employees of the City compared with the amounts of the Mayor and Council's monetary compensation
- The need for a significant leadership presence in order to represent the City at state and federal levels
- The reluctance on the part of city residents to run for office due to compensation, along with other competing interests, such as longer work hours and single-parent families.

- Ways to encourage people to run for office to have a healthy mix of candidates

As in previous years, there was extensive discussion regarding the hours expended by the Mayor and Council in the performance of their duties.

ATTACHMENT

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Additional reasons supporting the recommendations of the Compensation Commission as submitted by Commissioner Charles Goldstein:

- That the Rockville Compensation Ordinance allows the compensation commission to consider any factors it deems necessary in its recommendations.
- That the Mayor-Council members have been underpaid for years, based upon the cost to live in Montgomery County.
- That the role and responsibilities of the Mayor-Council have increased dramatically from years ago.
- That the City Staff, County Staff and the County Council have demonstrated by their recent salary increases that you need to pay higher salaries and benefits to attract the best qualified people. To do otherwise for the Rockville Mayor-Council would be considered a double standard.
- That the current Mayor Council payroll for all five members combined just about equals the salary of the 20th top paid city staff member.
- That we need to attract more candidates to run for office by trying to make the salaries more attractive.
- That we need to attract candidates from all occupations such as accountants, management and other professionals since, number wise, there has not been a good draw of these candidates into the Rockville electoral process.
- That we need to level the playing field so that we get more candidates other than those who have another primary income source; this could attract those from other occupations other than retirees or government workers.
- That the Mayor has indicated that his job is basically full-time.
- That these salary recommendations are for the next Mayor-Council not the present.
- That based upon the City's website, Rockville has a strong manager and strong political leadership.